

## Message Text

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PAGE 01 PARIS 14592 180914Z

12

ACTION IO-13

INFO OCT-01 H-02 ISO-00 /016 W

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R 180947Z MAY 76

FM AMEMBASSY PARIS

TO SECSTATE WASHDC 1036

UNCLAS PARIS 14592

NESCO

E.O. 11652: N/A

TAGS: AORG, APER, UNESCO

SUBJECT: U.S. NATCOM LETTER TO U.S. PERMDEL, 15 APRIL  
1976 RE LOIS KOVANDA

REF: STATE 115976

1. PERMDEL SINCERELY HOPES THAT LOIS KOVANDA IS NOT TRAVELING TO PARIS AT OWN EXPENSE AS RESULT OF ANY ENCOURAGEMENT BY U.S. NATCOM THAT UNESCO WILL HIRE HER, EITHER IN PROFESSIONAL CATEGORY POST OR AS STAFF ASSISTANT IN OFFICES OF DG, DDG, NAJMAN OR DAVICO.

2. AT THIS TIME PERMDEL HANDICAPPED BECAUSE: A. NEITHER SUBJECT LETTER NOR REFTEL DESCRIBE MS. KOVANDA'S QUALIFICATIONS. (FOR EXAMPLE DOES SHE HAVE THE HIGH FLUENCY IN FRENCH THAT IS A FUNDAMENTAL REQUIREMENT FOR SUCH A POST?) B. GIVEN NEAR HALT IN RECRUITMENT, DUE IN LARGE PART TO U.S. NON-PAYMENT OF ITS CONTRIBUTION, FACT THERE NO STAFF ASSISTANT POSTS OPEN AT PRESENT MAKE IT INAPPROPRIATE TO ATTEMPT PLACING MS. KOVANDA IN ONE OF UNESCO'S TOP STAFF ASSISTANT OR SECRETARIAL POSTS. C. PLUS, AS REPORTED IN PARIS 12371 AND UNESCO DOCUMENT 99 EX/44, PAGE 6, PARA 20, "WHEN FEW POSTS WHICH FALL VACANT BETWEEN NOW AND END OF YEAR HAVE TO BE FILLED, HE (DG) WILL ENDEAVOR TO ACCORD PRIORITY TO CANDIDATES FROM UNREPRESENTED STATES OR STATES WHICH HAVE ONLY ONE NATIONAL IN SECRETARIAT..." DG REPEATED THIS

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PAGE 02 PARIS 14592 180914Z

VERBALLY IN ADDRESSING PLENARY SESSION ON THIS ITEM

(GEOGRAPHIC DISTRIBUTION).

3. AS IS CLEAR FROM DG'S WRITTEN AND ORAL STATEMENTS, PERMDEL WISHES TO EMPHASIZE THAT MS. KOVANDA'S CHANCES OF BEING HIRED BY UNESCO, CERTAINLY DURING 1976 ARE VIRTUALLY NIL. REQUEST DEPARTMENT ADVISE U.S. NATCOM THAT PERMDEL HAS REGULARLY URGED DG AND OTHER SENIOR UNESCO OFFICIALS TO APPOINT CERTAIN AMERICANS TO SENIOR, KEY POSTS (FOECKE, ADG FOR EDUCATION, CHANDLER, ADG FOR COOPREX, GUTENSWAGER, DAIFUKU, AND WEGMAN TO DIRECTOR LEVEL POSTS, TO CITE FEW EXAMPLES), DOWN TO ONE KEY P-4 POST, BUT NOT BELOW THIS PROFESSIONAL LEVEL.

4. PLEASE UNDERSTAND, PERMDEL HAS NO PERSONAL OBJECTIONS TO MS. KOVANDA AND WERE IT POSSIBLE TO RENDER SOME MEANINGFUL ASSISTANCE TO HER, WE WOULD BE DELIGHTED. IF SHE WISHES TRAVEL TO PARIS, DESPITE PREVAILING RECRUITMENT SITUATION OVER WHICH WE HAVE NO CONTROL, MS. KOVANDA WILL BE CORDIALLY RECEIVED, SECRETARIAL TESTS CAN BE ARRANGED FOR AND DEPENDING ON HER QUALIFICATIONS, INTERVIEWS FOR POSSIBLE SECRETARIAL POSTS, SUBSTANTIALLY BELOW STAFF ASSISTANT LEVEL OR IN CABINET OFFICES, MIGHT BE ARRANGED BY UNESCO'S BUREAU OF PERSONNEL.

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**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
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**Disposition Approved on Date:**  
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